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### **Applying a Racial Equity Lens to HALA Advisory Committee Policy Review**

*The Office for Civil Rights/Race and Social Justice Initiative (RSJI) developed these questions for the HALA Advisory Committee to use when evaluating housing policies under consideration. These questions are designed to support the Committee's ability to fulfill Mayor Murray's Executive Order (2014-02) affirming and expanding RSJI, including as it relates to housing.*

Patterns of structural racism interact with housing and land use policy. Redlining, restrictive racial covenants, and other discriminatory practices have led to racial segregation and current racial disparities in quality of life measures. Additionally, market forces have disproportionately impacted communities of color, causing involuntary displacement. People of color are more likely to relocate to cheaper housing outside the city in less-desirable areas that have fewer services and amenities. People of color have been marginalized in public decision making processes that have exacerbated these impacts.

1. Consider these racial inequities in housing. How might this policy work to eliminate or ameliorate them?

- People of color in Seattle are more likely than white people to be rental housing cost-burdened.
- People of color in Seattle have lower rates of homeownership than whites and are disproportionately impacted by foreclosures.
- People of color do not have equitable access to affordable housing in some high-cost parts of the city that also have good access to employment, transportation, high-quality schools, and other amenities.
- People of color have been historically under-represented in public decision making bodies that influence land use, planning and housing policy.
- Communities of color are experiencing increased displacement due to escalating rents.
- New housing developments are primarily producing smaller units that do not meet the needs of the larger average family sizes of households of color.
- People of color are unable to stay with their cultural community and support networks.
- Other(s) specific to the issues related to this policy: \_\_\_\_\_

2. In what ways might this policy benefit people of color and increase racial equity? In what ways might this policy cause unintended consequences to people of color?

3. How could this policy be strengthened to increase racial equity in housing?
4. What are the specific racial equity goals that this policy is aiming to address? (Please check all that apply and add others as relevant.)
- ☐ People of color can afford housing within Seattle city limits.
  - ☐ People of color have access to rental and homeownership opportunities throughout Seattle.
  - ☐ Communities of color equitably benefit from housing opportunities that prioritize access to transportation, open space, cultural resources and other amenities.
  - ☐ People of color can afford to stay in their communities as the city grows and prospers; growth benefits, rather than displaces, people of color.
  - ☐ People of color will be more represented in public decision-making processes that affect overall access to housing and changes to their neighborhoods.
  - ☐ Other(s) specific to this policy: \_\_\_\_\_